

**Healthcare Workforce Development Division**

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SITE VISIT REPORT

Sonoma State University (SSU), Family Nurse Practitioner Program

Report completed by: Melissa Omand, Program Analyst

Date: April 1, 2009

Time: 11:45 AM – 3:00 PM

Location: SSU School of Nursing
1801 East Cotati Avenue
Rohnert Park, CA 94938

Discussion: Dr. Wendy Smith, Program Director, completed the Site Visit Tool and provided all attachments. See staff comments provided throughout document.

Staff also met with Frank Oddy and Laurie Mattinson (Grant Accountants) to discuss any questions or issues that staff may have with the contracting and certification process.

Site Tour: Song-Brown staff toured the new Department of Nursing FNP Health Maintenance Center located on the first floor in the Department of Nursing. The Health Maintenance Center is funded by SSU and open one day per week. The Center is open to the public for low cost physical exams (sports, DMV, pre-employment) and sees an average of twenty (20) patients per day. The Center provides a sliding fee scale for payment of services; however Dr. Smith indicates that no one is turned away for lack of ability to pay. All SSU FNP students are required to rotate through this clinic during their clinical training.

Staff met with Deborah Roberts RN EdD, Director of Clinical Services at the newly re-located Jewish Community Free Clinic. The new clinic was built through a partnership of the Jewish Community Free Clinic and the Community Builders Group. The clinic offers free medical care to anyone

regardless of ethnicity, race or religion. The clinic is open limited hours four days per week and with no pain medications (narcotics) on site; an acupuncture clinic run by the Acupuncture and Integrative Medicine College in Berkeley is offered one day per week.

All SSU FNP students are required to rotate through this clinic during their clinical training

Findings:

The Sonoma State University Family Nurse Practitioner Program meets and/or exceeds each of the minimum standards in Section II and III of the Site Visit Evaluation Review.

Attachments

SONG-BROWN HEALTH CARE WORKFORCE TRAINING PROGRAM

Family Nurse Practitioner Site Visit Evaluation Review

Training Program Information

Name of Training Program: Sonoma State University Masters and Post Masters Collaborative Rural Distance Family Nurse Practitioner Program

Site Review Staff: Melissa Omand and Terrie Smith

Names and Titles of Persons Interviewed: Wendy Smith RN, FNP-BC DNS Director of FNP Program, Johnna Edmunds RN FNP Clinical Faculty and Linkage Faculty at SSU, Mary Ellen Wilkosz RN FNP-BC, PhD(c) Faculty and Health Maintenance Center Director, Laurie Mattinson Grant Accountant, Frank Oddy Grant Accountant and Deborah Roberts RN EdD, Director of Clinical Services at Jewish Community Free Clinic.

Site visit questions relate to the Song-Brown Health care Workforce Training Act Standards for Primary Care Nurse Practitioner Training Programs, established by the California Healthcare Workforce Policy Commission, pursuant to Health and Safety Code 128200, et seq. Each training program standard is presented in bold:

- I. Each Primary Care Nurse Practitioner Training Program approved for funding under the Song-Brown Healthcare Workforce Training Act (hereinafter "the Act") shall be operated by an accredited California School of Medicine or an accredited California School of Nursing or shall be approved by the Regents of the University of California or by the Trustees of the California State University and Colleges, or shall be approved by the Board of Registered Nursing pursuant to Section 2834-2837, Article 8, Chapter 6, Div. 2, of the Business and Professions Code.**

The following questions relate to Section I of the Training Program Standards:

1. Is the training program operated by one of the following entities?

An accredited California School of Medicine?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
An accredited California School of Nursing?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

2. Has the program been approved by one of the following entities?

The Regents of the University of California?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
The Trustees of the California State University?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
The Board of Registered Nursing?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Comments: BRN site accreditation visit on schedule for Fall 2009.

II. Each Primary Care Nurse Practitioner Training Program approved for funding under the Act shall include a component of training in medically underserved multi-cultural communities, lower socioeconomic neighborhoods, or rural communities, and shall be organized to prepare primary care nurse practitioners for service in such neighborhoods and communities.

The following questions relate to Section II of the Training Program Standards:

1. Does the training program include a component of training in medically underserved multi-cultural communities, lower socioeconomic areas, or rural communities (hereinafter “component of training”) that is organized to prepare primary care nurse practitioners for service in such neighborhoods and communities? (Minimum standard requires 7% or 80 hours of clinical training to be completed in areas of unmet need).

Working with medically underserved populations is a strong focus of the program; there is a specific requirement of 265 hours in our community linkage sites such as the Jewish Free Clinic & the Modesto Gospel Mission and the SSU Health Maintenance Center, but one could argue that all 30 students that are currently at the distance sites are living in rural areas, plan to stay in rural areas, and are committed to serving rural populations. Additionally, at the SSU site we routinely place students in NHSC, FQHC, CHC, Migrant Health, Homeless Sites, and other similar sites that provide care to underserved populations and the current SSU cohort includes 8 students from rural areas in the Northwest (Eureka, McKinleyville, Redway, Ft. Bragg, Gualala and Willits and Lake County) enrolled at SSU. On admission we have each student sign a commitment to meet the health care needs of underserved populations. In our current total cohort of 78 FNP students there are: 3 American Indian, 5 Asian underrepresented (Laotian, Hmong, and Vietnamese), 2 African-American /Black, 13 Hispanic/Latino, 2 Hawaiian/Pac Is and 6 are “Other” students. Thus, 39% of our current cohort of 78 is a minority/disadvantaged student, 70% live in rural areas and 96.5% signed a commitment and intend to practice in underserved settings or with underserved populations

Yes ☒ No ☐ If no, provide comments:

2. Describe the location of the training program’s “component of training”?
Check which category(ies) apply(ies):

Training Site Name and Address	Medically Underserved Multi- cultural Community	Lower Socio- Economic Area	Rural Area	None of the Above	% of time spent
See comments below for examples.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	67%

Comments: Lower socioeconomic area and Lower socioeconomic populations for example the Health Maintenance Center and the Jewish Community Free Clinic are located in Rohnert Park on easy access bus routes with a free parking for clients but are not necessary located in a Lower Socioeconomic area. Another example is the Sutter/SWC Family Practice site, it serves a lower income population but is not in a lower socio-economic area.

3. Are all of the program's trainees required to spend part of their training in patient care in the "component of training"?

Yes ☒ No ☐

Did the site review include a visit to the "component of training"?

Yes ☒ No ☐

Comments:

All students must complete up to 260 hours of clinical in the 4 specific underserved linkage sites (39%). The program requires all students to sign a commitment to serve underserved populations. However, one could make a case that many of our sites for preceptorships meet the OSHPD specifications of underserved so the actual average number of hours is greater than those absolutely required as stated above. In a review of all the clinical/preceptorship sites in our database more than 60% percent meet the OSHP specifications of underserved clinical sites.

4. Check all applicable categories that describe the "component of training".

Name of Training Site	Site Designation*					
	Other CHC	Rural Health Clinic	School Based Clinic	Other	FQHC or Look-Alike	Government Owned or Operated Facility
SSU Health Maintenance Center	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jewish Community Free Clinic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sutter/SWC Family Practice Residency	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Additional comments relating to compliance with Section II of the Standards (optional)

III. Appropriate strategies shall be developed by each training institution receiving funds under the Act to encourage Primary Care Nurse Practitioners who are trained in the training program funded by the Act, to enter into practice in areas of unmet priority need for primary care family physicians within California as defined by the Healthcare Workforce Policy Commission (hereinafter referred to as "areas of need"). Such strategies shall incorporate the following elements:

- A. An established procedure to identify, recruit and admit primary care nurse practitioner trainees who possess characteristics which would suggest a predisposition to practice in areas of need, and who express a commitment to serve in areas of need**
- B. An established counseling and placement program designed to encourage training program graduates to enter practice in areas of need.**

C. A program component such as a preceptorship experience in an area of need, which will enhance the potential of training program graduates to practice in such an area.

The following questions relate to Section III of the Training Program Standards:

- 1) Does the program have an established procedure to identify, recruit and admit primary care nurse practitioner trainees who possess the following characteristics?
- a) A predisposition to practice in areas of need? Yes ☒ No ☐
- b) Who express a commitment to serve in areas of need? Yes ☒ No ☐

Comments: The program has developed strategies to identify, recruit and admit students who possess characteristics that would suggest a predisposition to practice in areas of need and express commitment to serve in those areas. We request all admitted students sign a commitment to serve underserved populations; our current rate for this AY 07-08 is 96% and for the 08-09 Cohort it is 97%. Additional strategies include our "Community Linkages" initiative that places students in settings that meet the needs of underserved populations and the "Kids into Health Care Careers" which presents health career information to underserved high school students. The program recruits from graduates from the RN to BSN and the Pre-licensure Programs of the two collaborative sister campuses.

The Project Director and the Site Coordinators will serve as community liaisons and target specific worksites for student recruitment that have a higher percentage of underrepresented students, such as the local health departments. FNP program faculty will also attend meetings of the undergraduate student nurses association at each campus and present the program with an emphasis on attracting a diverse FNP student population. Dr. Smith, the Project Director, is identified as a Minority Mentor by AACN/NHSC and with the Ambassador program has been successful in recruiting diverse cohorts of students.

In our current total cohort of 78 FNP students there are: 3 American Indian, 5 Asian underrepresented (Laotian, Hmong, and Vietnamese), 2 African-American /Black, 13 Hispanic/Latino, 2 Hawaiian/Pac Is and 6 are "Other" students. Thus, 39% of our current cohort of 78 is a minority/disadvantaged student, 70% live in rural areas and 96.5% have signed a commitment and intend to practice in underserved settings or with underserved populations.

- 2) Check all applicable categories that describe the established procedure referenced in Section III of the Training Program Standards (above): (Minimum standard is to meet 4 of 9 categories)

- (a) Mission statement speaks to graduate deployment Yes ☒ No ☐

Staff Comment: A mission statement was not provided by the Program Director and a search of the Program's website did not reveal one.

(b) Website emphasizes underserved areas, populations Yes ☒ No ☐

Staff Comment: Web-site states recruitment into the program will focus on those who have the qualities and hold the ideal of meeting the health care needs of the underserved populations.

(c) Promotion of mission in interviews of training program applicants yes ☒ No ☐

Staff Comment: Working with underserved populations is promoted from the first contact with any prospective student. In addition to having a satisfactory GPA of 3.0 or above each prospective student of the FNP Program must complete an essay on why they are choosing Primary Care and demonstrate in writing any prior experience with underserved populations. Once a student is accepted into the program they are asked to sign a commitment to serve the health care needs of underserved populations. There is no consequence to the student if they do not follow through on the commitment, however Dr. Smith feels it impresses upon them how dedicated the program is to it.

(d) Weighting of underserved goals affecting ranking of applicants Yes ☐ No ☒

Staff Comment: Being a campus of the California State University the program cannot actively weight underserved goals.

(e) Special emphasis on recruiting nurse practitioner trainees from local community Yes ☒ No ☐

Staff Comment: The whole idea behind the linkage sites at sister campuses in Chico, and Stanislaus is so students that live in rural areas surrounding those campuses can attend school and continue to work.

(f) Developing core faculty with experience in underserved practices Yes ☒ No ☐

(g) Utilizing community physicians from underserved areas Yes ☒ No ☐

(h) Offering preceptorships, clerkships to potential applicants Yes ☐ No ☒

(i) Formally promoting nurse practitioner careers in high schools, colleges Yes ☒ No ☐

Staff Comment: The FNP Program routinely participates in the Elsie Allen Health Fair and has been a participant in the annual "Expanding your Horizons" conferences that aim to increase the awareness of girls in the 7th and 8th grades of the importance of math and science. Information regarding upcoming Expanding your Horizons conferences has been given to HCTP.

Other (describe): _____

3) Describe the curriculum that is provided to students geared towards cultural competency.

Our program defines "culturally competent/culturally sensitive care" as a set of congruent behaviors, attitudes, and policies that come together within the Program and enable effective work in cross-cultural situations.

"Culture" is understood in the broadest sense in that there are factors in addition to race, language, and ethnicity that contribute to a person's sense of self in relation to others. These may be more specific or more general subcategories based on shared attributes (such as gender or sexual orientation), or shared life experiences (such as survival of violence and/or of trauma, education occupation, or homelessness).

a) If cultural competency is not provided in the curriculum of the program explain why.

- 4) Does the program have an established counseling and placement program designed to encourage training program graduates to enter practice in areas of need?

The program director, site coordinators, linkage faculty and N510 Course Faculty are part of the unique team that encourages graduates to enter practice in areas of need and it is a focus of the program so it is ingrained into students from the first day of orientation up to and beyond graduation. Distance site coordinators and the Program Director solicit job availability/placements in the clinical settings where students have preceptorships in underserved areas and all these entities are in close contact with the local professional groups that have “job boards” Student are aware of the NHCS Web-site/job sites. Yes ☒ No ☐

- 5) Check all applicable categories that describe the established counseling and placement program referenced in Section III of the Training Program Standards (above): (Minimum standard is to meet 1 of 5 categories)

a) Faculty advisors/hospital management promote practice opportunities Yes ☒ No ☐

b) Coordination with NHSC federal/state loan repayment programs Yes ☒ No ☐

Staff Comment: Dr. Smith herself is a NHSC Ambassador and to her knowledge 3 graduates of her program have taken advantage of the opportunity provided by NHSC.

c) Coordination with local hospitals and/or community clinics interested in recruiting program graduates.

Yes ☒ No ☐

Staff Comment: Dr. Smith is a member of a Clinic Coalition and consistently makes them aware of program graduates. She provides announcements at local Nurse Practitioner meetings as well.

d) A program matching nurse practitioners with underserved areas Yes ☒ No ☐

Staff Comment: Aside from the job board where all job announcements are posted, Dr. Smith also receives inquiries from clinics and Headhunters via phone and e-mail.

Additional comments relating to compliance with Section III of the Standards (optional):

Song-Brown Program Questions:

- 1) How many of your graduates from the 2003-2008 classes are practicing in Primary care? 119/154 = 72%
- 2) How many of your graduates from the 2003 – 2008 classes are practicing in Medically Underserved Areas in California? 95/154 = 62%
- 3) What is the percentage of the last graduating class that completed the Nurse Practitioner certifying exam?
- a) What is the percentage that passed the exam? 100%. The most recent ANCC certifying exam data show 6 SSU Graduates (not aware of the year) took the exam and 6 passed
- 4) Do you support the establishment of an entry level doctoral Family Nurse Practitioner Program? We are investigating it – it is a possibility but due to the CSU legislative Mandate at this point in time the CSU cannot award Doctoral Degrees. A doctorate of nursing practice has been introduced (**Assembly Bill 867**) and is joint authored by Assembly Members Pedro Nava and Juan Arambula.

Assembly Member Cathleen Galgiani is the principal co-author with 18 Assembly co-authors and 12 Senate co-authors. If this bill is successful then it would be most probable that we would expand the curriculum to include a DNP degree.

Staff Comments: Dr. Smith stated that she is unsure if the benefit of a doctorate will outweigh the additional cost to the student.

The following are general questions relating to the administration of the Song-Brown program:

1. Do you have any concerns about any of the following processes established for the administration of the Song-Brown Act? If yes, please describe.

- | | | |
|--|---|--|
| a) The applications for Song-Brown funds: | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| b) The oral presentations to the Commission: | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| c) The contract process: | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| d) The invoice process: | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

Staff Comments: The grant accountant stated the invoicing process is an issue for them because they are on a semester basis and our contract payments are on a quarterly basis. When the time comes to invoice they have difficulty preparing the certifications because of the difference between the two. They stated if there was a way to switch over to a semester system of payment it would make it easier for them and most likely the other colleges. Song-Brown staff indicated that the concern would be brought to the attention of Management. The Sonoma State University FNP Program is the contract and certification responsibility of this site reviewer and I can not foresee any great challenge in converting to the semester system. The same concern regarding the certifications has been heard from some of the RN Program Directors.

2. Is there any information about the family nurse practitioner program not covered by the above questions that should be noted or included with this site visit report?

Staff Comments: Staff discussed the idea of an OSHPD created student survey with the Program Director, she indicated that she is very much in touch with past graduates and would be willing to pass along any survey we created to her students. Staff mentioned the possibility of a Survey Monkey type survey and she gave us the name of another survey company (Zoomerang). Dr. Smith feels this survey company offers more robust data collection and reports.